



WGI BOARD MINUTES

Date: May 10, 2024 – 1300UTC

Zoom information: 275-698-2209

<https://zoom.us/j/2756982209>

In Attendance		Apologies	Absent
ED - Denzyl Witbooi	ZA		
Chair - Lynn Sumida	CA		
Vice-Chair - Sonia Munoz	CO		
Laura Halliday	AU		
Jill Morris	USA		
Mario Leduc	CA/Mex		
Farida D'Silva Dias	IN		Dropped off approx. 1330
Shigeru Homma	JA		
	KW	Ahmed Alshati	
Nadia Thonnard	ZA		
Denise Daub	USA		

I. Create Alignment – (5 min)

- A. Welcome and introduction from Lynn/Denzyl.
- B. Share desired outcomes from the meeting.
- C. Adopt the agenda.

Lynn moved to accept agenda.

II. Reflection (5 min)

- A. Review and accept the Minutes of the previous meeting on the 15 April
 - Laura moved
 - Jill seconded.

III. Forming our Vision Statement – Jill

- **BE – DO – HAVE** – I am thinking that these 3 words might be a way to consider 1) who do we want to be known as; 2) what do we do/contribute/want to achieve/be known for; 3) what do we want people to have.

Options to consider and build on: Working together we will be the global leaders/preferred partners/world class/non-profit/ first choice learning organization that:

- Provides knowledge, programs, and products that
- Empowers member and customer well-being worldwide



WGI BOARD MINUTES

- Unlocks human potential through self-awareness and self-evaluation to make effective choices that contribute to the greater good
- Transforms human experience of success and wellbeing
- Creates and delivers the concepts and tools of William Glasser
- Relentlessly serves the pursuit of member and customer wellbeing.

Feedback:

Laura: The mission statement defines what an organisation does, the vision statement defines where it wants to go, the purpose statement defines why it exists, and values define how it operates.

- Glasser Australia aims to ignite the power of choice by using a collaborative approach to lead and influence our members, strategic partners, and wider communities.

Shigeru: MOs are vital to bring in customers. What does WGI stand for? WGI has the responsibility to the entire global organization. Not just an administrative body to facilitate MOs. We are in the business of people, not for profit.

- Customer: Someone who sees value. The connect with WGI because there is an exchange of value that will help them...

Mario: Use of the word “customer”. Who are we in relation to the MOs? Do we have our own vision?

- Discussion around Nike – target market is athletes, but everyone is an athlete.
 - Jill: Can you translate the Nike model in reference to WGI?
 - Mario: Define who we are, still confusing. MOs have their own flavor in regards to CT.
 - We can run it as a business for financial and sustainability while having a social and mental wellbeing for our fellow humans.

Jill: Like to see WGI is a learning facilitator, as well as a business.

- I don't need to control everything.

Sonia: Have done a lot of previous work on vision statement. Need to clarify the values.

Denzyl: How do we build the organization? WGI has not had a clear sense of what they needed to do to build the organization.

Laura: Based on what she is hearing – Purpose: Visible, Growth & Connection

Shigeru: CT works. It creates healthy relationships personally & business and it produces value.

- Choice Theory works!

Lynn: Grow our organization and enhance the life of the people around the world.



WGI BOARD MINUTES

- IV. Feedback and discussions (30 min)
- A. 2024 Q1 Financial report – Denzyl
 - Ahmed to present at next meeting (tabled until next meeting)
 - B. Update on discussions with EART
 - Still in conversation with EIRT
 - C. Update on the issue in Iran.
 - Still working on the statement.
 - Update from the Training Committee – Certificates
 - Certificates have been finalized.
 - Invitation to include MO logos on certificates
 - Customized certificates to be sent to MOs
- V. Close (10 min)
- A. Share highlights of today's meeting and any requests
 - B. Agree to:
 - 1. Follow through on agreements made today
 - C. Outline action items and next steps.
 - D. Acknowledge the accomplishments of the Meeting Objectives.

Combined board meeting with MOs (2 hours): May 31, 2024 – 1300 UTC

Lynn Sumida, Chair
William Glasser International, Inc.

Denzyl Witbooi
President & Executive Director
William Glasser International, Inc.



MO MEETING

Date: 31 May 2024

Time: 13:00 UTC

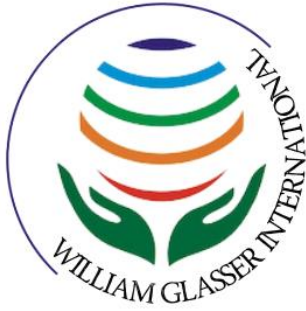
Zoom Meeting:

Meeting ID: 275 698 2209

Passcode: choice

AGENDA:

1. Welcome
2. Introduction of new Board of Directors members
3. Purpose of MO meetings
4. Update from each of the MO's
5. Updates from WGI Board of Directors
 - a. Finance report
 - b. New certificates
 - c. Professional Development Day



WGI MO MINUTES

Date: 31 May 2024

Zoom information: 275-698-2209

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ED - Denzyl Witbooi	ZA	Katchan Goel	
Chair - Lynn Sumida	CA		
Vice-Chair - Sonia Munoz	CO		
Laura Halliday	AU		
Jill Morris			
Mario Leduc			
Farida D'Silva Dias	IN		
Shigeru Homma	JA		
Ahmed Alshati			
Nadia Thonnard	ZA		
Denise Daub	USA		
Melissa Landry			
Maureen McIntosh			
Jane Newman	Australia		
Norah Finn	Ireland		
Sharon Carder-Jackson	USA		
Fumiko	Japan		
Susan Fleming	Australia		
Zahra Khoshnevisan	Iran		
Bette Balance		Late	
Marjorie	So. Africa		

Welcome

2. Introduction of new Board of Directors members

- the following members introduced themselves to the MO's – Mario Leduc, Jill Morris, Shigeru Homma and Laura Halliday

3. Purpose of MO meetings

- Growth is our primary goal.
- What do we have for people to keep growing in CT?
 - Learning communities around targeted areas of interest
 - Need to work on nurturing people other than by certification.

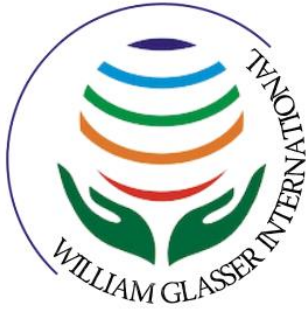


WGI MO MINUTES

- Laura – tendency for countries to specialize in certain areas i.e. Australia is more focused on education. Need to connect more broadly with other countries for other focuses.
- Denzyl – presented slide for learning communities.
 - Norah – add self-care category.
 - Currently working with meditation in CT.
 - Melissa – EDI (Equity, Diversity & Inclusion)
 - Maureen – Post Masters club within WGI
- Looking to MOs to take on some leadership in this new direction.
- Norah – once certified, people leave and are keeping connected with WGI.
 - Ireland continues to nurture their certified members.

4. Update from each of the MO's

- Australia - Jane Newman & Susan Fleming
 - New board – working on groundwork.
 - Website being rebuilt.
 - Conference this year.
- Ireland – Norah Finn
 - What is the direction of our board?
 - Encouraging young people to be on the board.
- New Zealand – Bette Balance
 - Continued work with GQS
- USA – Sharon
 - Looking to recruit more skill focused board.
 - Ambassador program by Stephen Tracy – purpose to re-connect with members.
- Japan – Fumiko
 - Fiscal year 2023 we were in the red.
 - Basic: 16 sessions, 134 participants
 - Advanced: 5, 37
 - CTRTC: 3, 19
 - Basic P: 19, 86
 - Advanced P: 7, 20
 - TCOYL: 52, 594
- Canada – Maureen McIntosh
 - New website
 - Need more training and instructors.
 - Suggest a mentoring group for new instructors.
- Colombia – Sonia Munoz
 - Completed new faculty training.
 - Reviewing school for GQS re-certification.
 - Focus groups & exams.



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- India – Farida
 - New faculty being endorsed & trainings being done.
 - Program with LBGTQ community.
 - Work on website.
 - Conference in January.
- Iran – Zahra
 - Doing training both live and online.
- South Africa – Marjorie
 - Social emotional skills development programs – recruiting younger people (246) within 27 schools. Aligns with CT.
 - Reaching about 16,000 learners
 - Collaborating with a university that linked them with a global organization regarding mental health within cities. Making cities more mental health friendly for young people.
 - Working with facilitators in Atlanta & Chicago on social emotional ethical learning – goal to train teachers.

5. Financial update – Ahmed Alshatti

- Ahmed gave a brief overview of the Quarter 1 financial report that was forwarded to member. WGI's expenditure remains fairly fixed and on track with what was budgeted. The income for quarter 1 was a challenge and we underperformed.

6. Updates from WGI Board of Directors

- a. New certificates – Nadia presented the new certificates to be issued to MO's.
- b. Professional Development Day
 - 1300 & 2100 UTC on 08th June
 - Follow-up in September
 - MOs need to provide CEs

Next meeting date: July 3, 2024 at the conference

Lynn Sumida, Chair
William Glasser International, Inc.

Denzyl Witbooi
President & Executive Director
William Glasser International, Inc.



WGI Q1 2024

Financial Report

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Finance and Investment Committee – April 2024

www.wglasserinternational.org



We use three analysis tools:

1- Year to date (YTD)

Refer to the period of time beginning the first day of the current calendar year or fiscal year up to the current date. YTD information is useful for analyzing business trends over time. In Q1 its 25%

2- Year on Year

Year-on-year (YOY) is a frequently used² financial comparison for looking at two or more measurable events on an annualized basis.

3- Budget to Actual

A budget to actual analysis is a process by which a organization's budget is compared to actual results.



Q 1 - 2024 - Income

First quarter represent 25% of the year, our measurement will depend on achieving 25% of the annual Income to consider good achievement.

For the YTD the one item WGI done achieve better in Membership

The Actual to Budget measurement, WGI achieve better in Actual is Membership , Miscellaneous Income and Conference/ Faculty Day

For **YOY** WGI done better in most items except

- 1- Certification program
- 2- Membership
- 3- Total Income

3

2- Five Countries contribute in the Certification Program income

3 Eleven Countries contributed in the Memberships Income



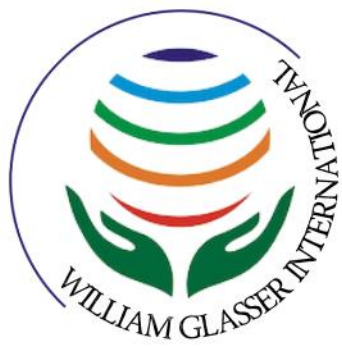
Q 1 - 2024 - Expenditure

For the YTD WGI performed better in most items 5 items (Executive Director salaries, IT Investment and Expenses, Transaction fees/ Foreign Exchange Rate, Insurance)

Actual to Budget measurement 6 items (Executive Director salaries, IT Investment and Expenses, Banking charges/ PayPal Fees, Transaction fees/ Foreign Exchange Rate, Insurance) , WGI perform well in most Expenditure items except for

4

For YOY WGI performed less than 2023 except for (Accounting services, Interest, Telephone, & Communication)



Q1 / 2024 Profit and Loss

Q1 / 2024 Actual Profit \$ (9,355.80)

Q1 / 2024 Budgeted \$ (2,659.16)

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Q1/2023 Actual Profit \$ 1,257.00



Q1 - 2024





Q 1 / 24 Income Actual Year to Date (YTD)

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	2024 Budget	Actual Year to Date	25%
INCOME			
Certification Programs	\$ 40,000.00	\$ 7,480.00	19%
Faculty Training and Endorsements	\$ 2,600.00	\$ 80.00	3%
Take Charge of Your Life	\$ 4,000.00	\$ 474.00	12%
Training for health professionals	\$ 2,100.00	\$ -	0%
Workshops/Post-Certification Programs	\$ 300.00	\$ -	0%
Membership	\$ 33,000.00	\$ 10,169.00	31%
Donations	\$ 5,500.00	\$ 50.00	1%
Online Sales	\$ 99.96	\$ -	0%
Business Development - MO Governance Packs	\$ 1,000.08	\$ -	0%
WGI Merchandise Sales	\$ 210.00	\$ -	0%
Symposium/Summit	\$ 5,000.00	\$ 65.00	1%
Investment	\$ 22,000.00	\$ -	0%
Miscellaneous income	\$ 99.96	\$ 95.00	95%
Conference/Faculty Day			
TOTAL INCOME	\$ 115,910.00	\$ 18,460.00	16%



Q1 - 2024 Actual to Budget

	Q1 Budget 24	Q1 Actual 24	
INCOME			
Certification Programs	\$ 10,000.06	\$ 7,480.00	\$ (2,520.06)
Faculty Training and Endorsements	\$ 624.99	\$ 80.00	\$ (544.99)
Take Charge of Your Life	\$ 537.51	\$ 474.00	\$ (63.51)
Training for health professionals	\$ 500.01	\$ -	\$ (500.01)
Workshops/Post-Certification Programs	\$ 71.25	\$ -	\$ (71.25)
Membership	\$ 8,124.99	\$ 10,169.00	\$ 2,044.01
Donations	\$ 500.01	\$ 50.00	\$ (450.01)
Online Sales	\$ 24.99	\$ -	\$ (24.99)
Business Development - MO Governance Packs	\$ 250.02	\$ -	\$ (250.02)
WGI Merchandise Sales	\$ 52.50	\$ -	\$ (52.50)
Symposium/Summit	\$ 999.99	\$ 65.00	\$ (934.99)
Investment	\$ 4,250.01	\$ -	\$ (4,250.01)
Miscellaneous income	\$ 24.99	\$ 95.00	\$ 70.01
Conference/Faculty Day	\$ -	\$ 47.00	\$ 47.00
TOTAL INCOME	\$ 25,961.32	\$ 18,460.00	\$ (7,501.32)



Q1 - 2024 Year on Year (YOY)

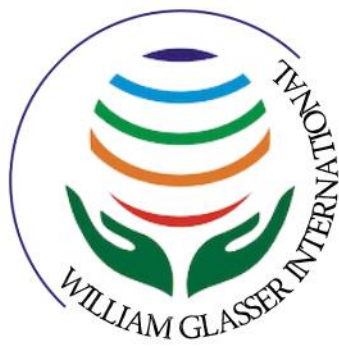
	Q1 2024	Q1 2023	
INCOME			
Certification Programs	\$ 7,480.00	\$ 9,560.00	\$ (2,080.00)
Faculty Training and Endorsements	\$ 80.00	\$ 25.00	\$ 55.00
Take Charge of Your Life	\$ 474.00	\$ 20.00	\$ 454.00
Training for health professionals	\$ -	\$ -	\$ -
Workshops/Post-Certification Programs	\$ -	\$ -	\$ -
Membership	\$ 10,169.00	\$ 11,625.00	\$ (1,456.00)
Donations	\$ 50.00	\$ -	\$ 50.00
Online Sales	\$ -	\$ -	\$ -
Business Development - MO Governance Packs	\$ ⁹ -	\$ -	\$ -
WGI Merchandise Sales	\$ -	\$ -	\$ -
Symposium/Summit	\$ 65.00	\$ -	\$ 65.00
Investment	\$ -	\$ -	\$ -
Miscellaneous income	\$ 95.00	\$ 40.00	\$ 55.00
Conference/Faculty Day			\$ -
TOTAL INCOME	\$ 18,460.00	\$ 21,270.00	\$ (2,810.00)



Q1 / 24 Membership

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	January	February	March	Total
Australia	\$555.00	\$320.00		\$875.00
Canada		\$375.00		\$375.00
Colombia				\$0.00
Croatia				\$0.00
EIRT				\$0.00
France				\$0.00
Georgia				\$0.00
India	\$450.00		\$375.00	\$825.00
Iran	\$1,160.00	\$184.00		\$1,344.00
Ireland				\$0.00
Japan	\$2,180.00	\$20.00	\$1,800.00	\$4,000.00
Korea				\$0.00
Kuwait	\$10.00	\$700.00		\$710.00
Malaysia				\$0.00
Morocco				\$0.00
New Zealand	\$290.00			\$290.00
No. Africa		10		\$0.00
Philippines				\$0.00
Saudi Arabia				\$0.00
Singapore		\$1,325.00		\$1,325.00
South Africa	\$330.00			\$330.00
UAE				\$0.00
United Kingdom		\$75.00		\$75.00
United States		\$20.00		\$20.00
				\$0.00
Foreign Exchange/Fees				\$0.00
TOTAL	\$4,975.00	\$3,019.00	\$2,175.00	\$10,169.00



Q1 / 24 Certifications Program

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	January	February	March	Total
Australia		\$4,240.00		\$4,240.00
Canada				\$0.00
Colombia				\$0.00
EART				\$0.00
France				\$0.00
India	\$100.00			\$100.00
Ireland				\$0.00
Iran				\$0.00
Japan			\$780.00	\$780.00
Korea				\$0.00
Kuwait		\$220.00		\$220.00
Malaysia				\$0.00
Norway				\$0.00
North Africa/Morocco				\$0.00
Philippines				\$0.00
Saudi Arabia				\$0.00
Singapore	\$1,920.00	\$140.00	\$80.00	\$2,140.00
South Africa				\$0.00
Turkey				\$0.00
United Kingdom				\$0.00
UAE				\$0.00
United States				\$0.00
Indiv w/out MO				\$0.00
Forein Exchange Rate				\$0.00
TOTAL	\$2,020.00	\$4,600.00	\$860.00	\$7,480.00



Q1 - 2024

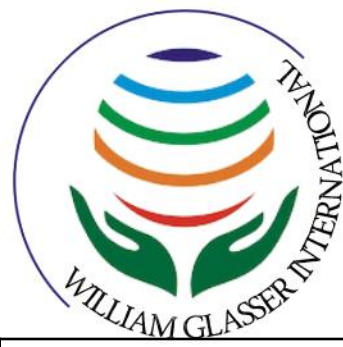




Quarter One 2023 - Expenditure Actual Year to Date (YTD)

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EXPENDITURE	2024 Budget	Actual Year to Date	25%
Executive Director	\$ 48,000.00	\$ 14,000.00	29%
Financial Manager, Webmaster, Clerical & Data Entry	\$ 36,000.00	\$ 7,500.00	21%
Bookkeeper	\$ 3,600.00	\$ -	0%
Legal services	\$ 1,500.00	\$ -	0%
Accounting services	\$ 1,929.00	\$ 270.00	14%
Journal		\$ -	
Marketing and PR	\$ 2,500.00	\$ -	0%
IT Investments & Expenses	\$ 3,836.04	\$ 1,140.25	30%
Office Supplies	\$ 402.00	\$ -	0%
Printing	\$ 200.04	\$ -	0%
Banking charges/Paypal fees	\$ 3,209.04	\$ 1,083.45	34%
Interest		\$ 19.42	
Transaction Fees/Foreign Exchange Rate	\$ 5,539.92	\$ 1,486.87	27%
Insurance	\$ 4,082.04	\$ 1,305.00	32%
Telephone & Communications	\$ 549.96	\$ -	0%
Postage	\$ ¹³ 543.96	\$ 10.80	2%
Board Expenses		\$ -	
Conference Expenses (Exec Dir)		\$ -	
Research	\$ 750.00	\$ -	0%
Senior Faculty Consultant Fees	\$ 400.00	\$ -	0%
Emergency Account	\$ 2,500.00	\$ -	0%
Subscription/Dues		\$ -	
Faculty Summit		\$ -	
Affiliate Commissions	\$ 189.00	\$ -	0%
TOTAL EXPENSES	\$ 115,731.00	\$ 27,815.80	24%
PROFIT/LOSS	\$ 179.00	\$ (9,355.80)	



Q1 - 2023 Actual to Budget

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EXPENDITURE	Q1 Budget 24	Q1 Actual 24	
Executive Director	\$ 12,000.00	\$ 14,000.00	\$ 2,000.00
Financial Manager, Webmaster, Clerical & Data Entry	\$ 9,000.00	\$ 7,500.00	\$ (1,500.00)
Bookkeeper	\$ -	\$ -	\$ -
Legal services	\$ 375.00	\$ -	\$ (375.00)
Accounting services	\$ 482.49	\$ 270.00	\$ (212.49)
Journal	\$ -	\$ -	\$ -
Marketing and PR	\$ 750.00	\$ -	\$ (750.00)
IT Investments & Expenses	\$ 959.01	\$ 1,140.26	\$ 181.25
Office Supplies	\$ 100.50	\$ -	\$ (100.50)
Printing	\$ 50.01	\$ -	\$ (50.01)
Banking charges/Paypal fees	\$ 802.26	\$ 1,083.45	\$ 281.19
Interest	\$ -	\$ 19.42	\$ 19.42
Transaction Fees/Foreign Exchange Rate	\$ 1,384.98	\$ 1,486.87	\$ 101.89
Insurance	\$ 1,020.51	\$ 2,305.00	\$ 1,284.49
Telephone & Communications	\$ 137.49	\$ -	\$ (137.49)
Postage	\$ 135.99 ¹⁴	\$ 10.80	\$ (125.19)
Board Expenses	\$ -	\$ -	\$ -
Conference Expenses (Exec Dir)	\$ -	\$ -	\$ -
Research	\$ 249.99	\$ -	\$ (249.99)
Senior Faculty Consultant Fees	\$ 125.01	\$ -	\$ (125.01)
Emergency Account	\$ 999.99	\$ -	\$ (999.99)
Subscription/Dues	\$ -	\$ -	\$ -
Faculty Summit	\$ -	\$ -	\$ -
Affiliate Commissions	\$ 47.25	\$ -	\$ (47.25)
TOTAL EXPENSES	\$ 28,620.48	\$ 27,815.80	\$ (804.68)
PROFIT/LOSS	\$ (2,659.16)	\$ (9,355.80)	\$ (6,696.64)



Q1 / 2024 EXPENDITURE Year On Year (YOY)

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EXPENDITURE	Q1 2024	Q1 2023	
Executive Director	14000.00	\$ 9,300.00	\$ 4,700.00
Financial Manager, Webmaster, Clerical & Data Entry	7500.00	\$ 4,500.00	\$ 3,000.00
Bookkeeper	0.00	\$ -	\$ -
Legal services	0.00	\$ -	\$ -
Accounting services	270.00	\$ 400.00	\$ (130.00)
Journal	0.00	\$ -	\$ -
Marketing and PR	0.00	\$ -	\$ -
IT Investments & Expenses	1140.00	\$ 592.22	\$ 547.78
Office Supplies	0.00	\$ -	\$ -
Printing	0.00	\$ -	\$ -
Banking charges/Paypal fees	1083.45	\$ 827.12	\$ 256.33
Interest	19.42	\$ 1,831.60	\$ (1,812.18)
Transaction Fees/Foreign Exchange Rate	1486.87	\$ 2,305.00	\$ (818.13)
Insurance	2305.00	\$ 240.96	\$ 2,064.04
Telephone & Communications	0.00	\$ 16.10	\$ (16.10)
Postage	10.80	\$ -	\$ 10.80
Board Expenses	0.00	\$ -	\$ -
Conference Expenses (Exec Dir)	0.00	\$ -	\$ -
Research	0.00	\$ -	\$ -
Senior Faculty Consultant Fees	0.00	\$ -	\$ -
Emergency Account	0.00	\$ -	\$ -
Subscription/Dues	0.00	\$ -	\$ -
Faculty Summit	0.00	\$ -	\$ -
Affiliate Commissions	0.00		\$ -
TOTAL EXPENSES	27815.80	\$ 20,013.00	\$ 7,802.80



THANK YOU

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